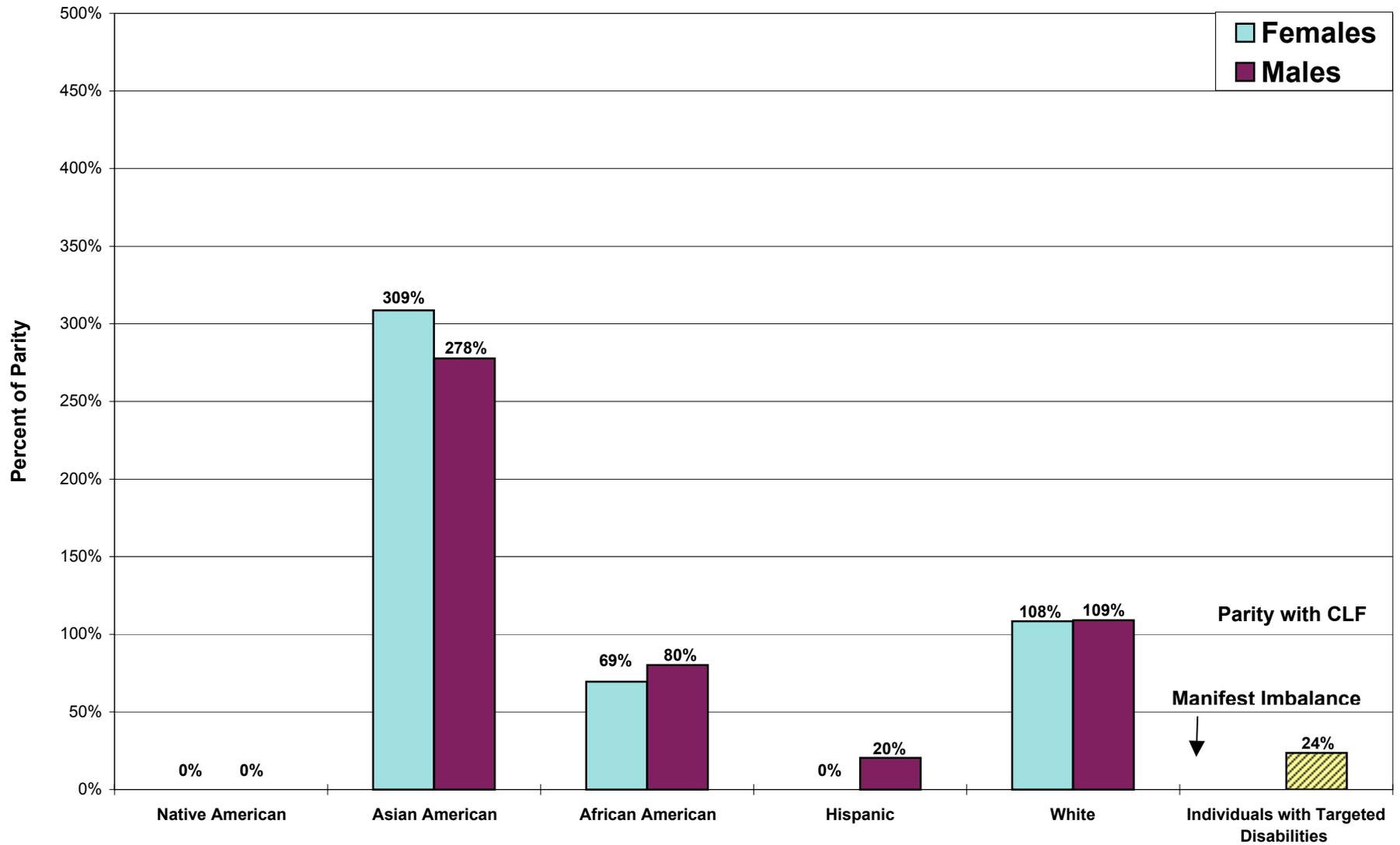


Parity for EEO Groups with the Civilian Labor Force (CLF) in the Office of the Actuary



Manifest Imbalance indicates that an EEO Group is at less than 50% of parity and requires that the Group be addressed in the AEP.